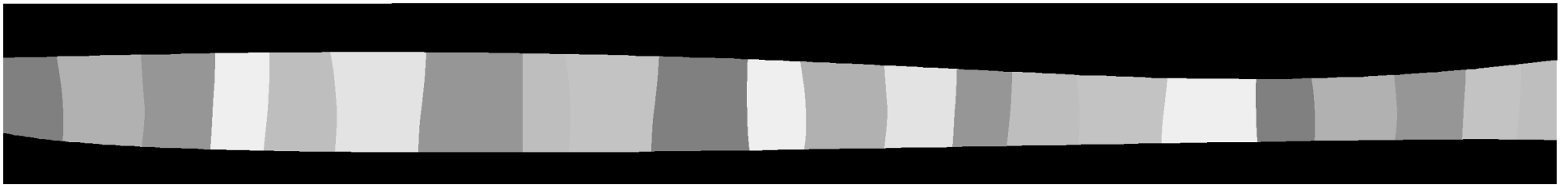


WORKER INVOLVEMENT

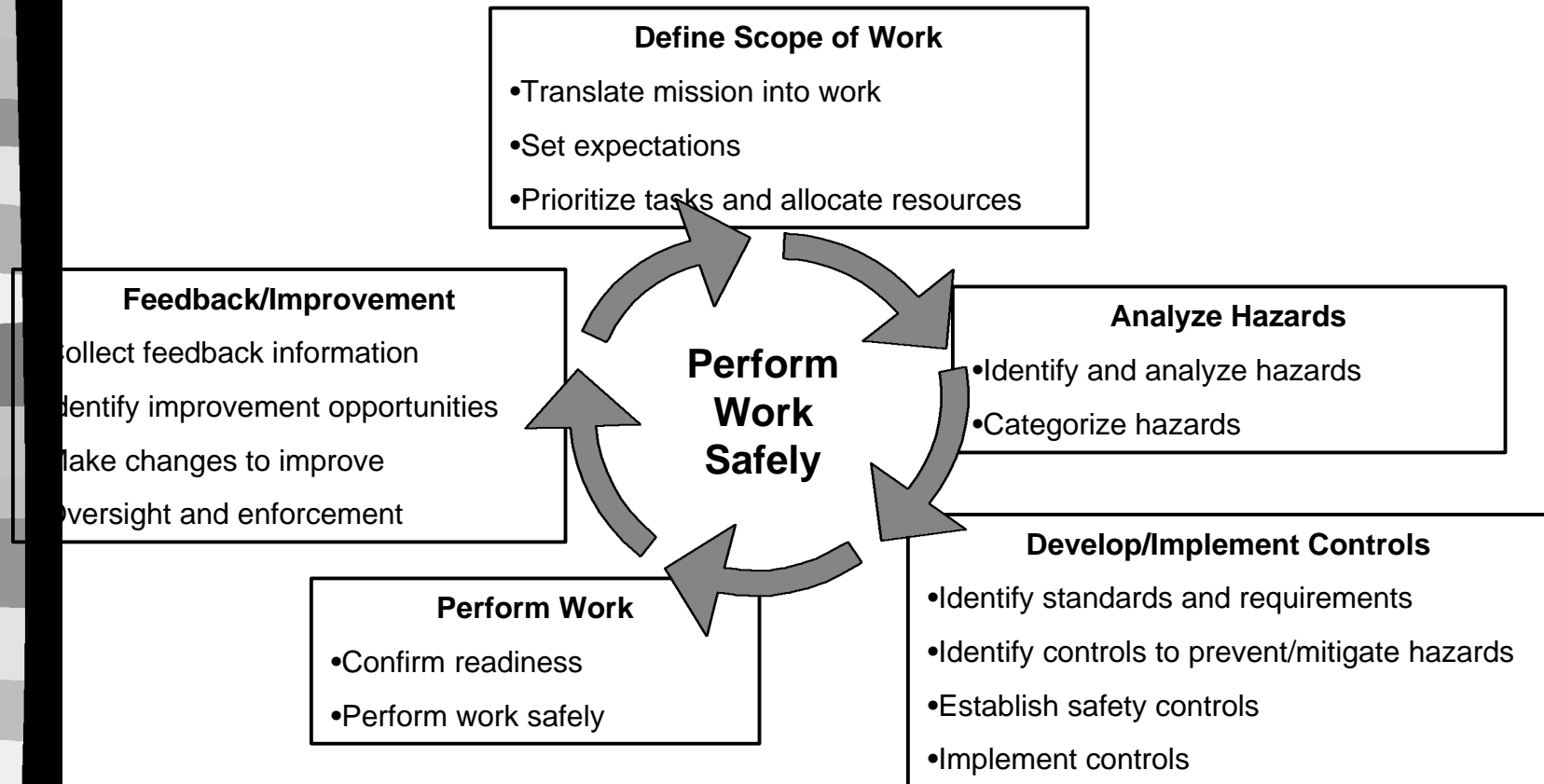


Peery Shaffer

OCAW Union

Bechtel Jacobs Company

Integrated Safety Management





Feedback/Improvement

Feedback/Improvement

- Collect feedback information
- Identify improvement opportunities
- Make changes to improve
- Oversight and enforcement



Feedback/Improvement

- I Care--We Care
- Safe Work Planning Group (WPPIS)



Topics of Discussion

- How workers are involved
- Why programs were put in place
- What part do they play in Integrated Safety Management, Enhanced Work Planning, and Work Smart Standards
- Key elements in each program
- Why each program works
- Any drawbacks and/or lessons learned



I Care--We Care

- Why program was developed
 - in answer to a judgement of need to Type A Investigation
- How workers are involved
 - Worker developed
 - Extensive continuing worker involvement



I Care--We Care (continued)

- What part does it play in ISMS, EWP, and WSS
 - Feedback/Improvement
 - Lessons learned
 - Near misses
 - Additional hazard identification



I Care--We Care (continued)

■ Key elements

- Available to all employees
- Focused input-- only Health & Safety concerns and near misses
- Worker/management We Care Committee
- Tracking and trending



I Care--We Care (continued)

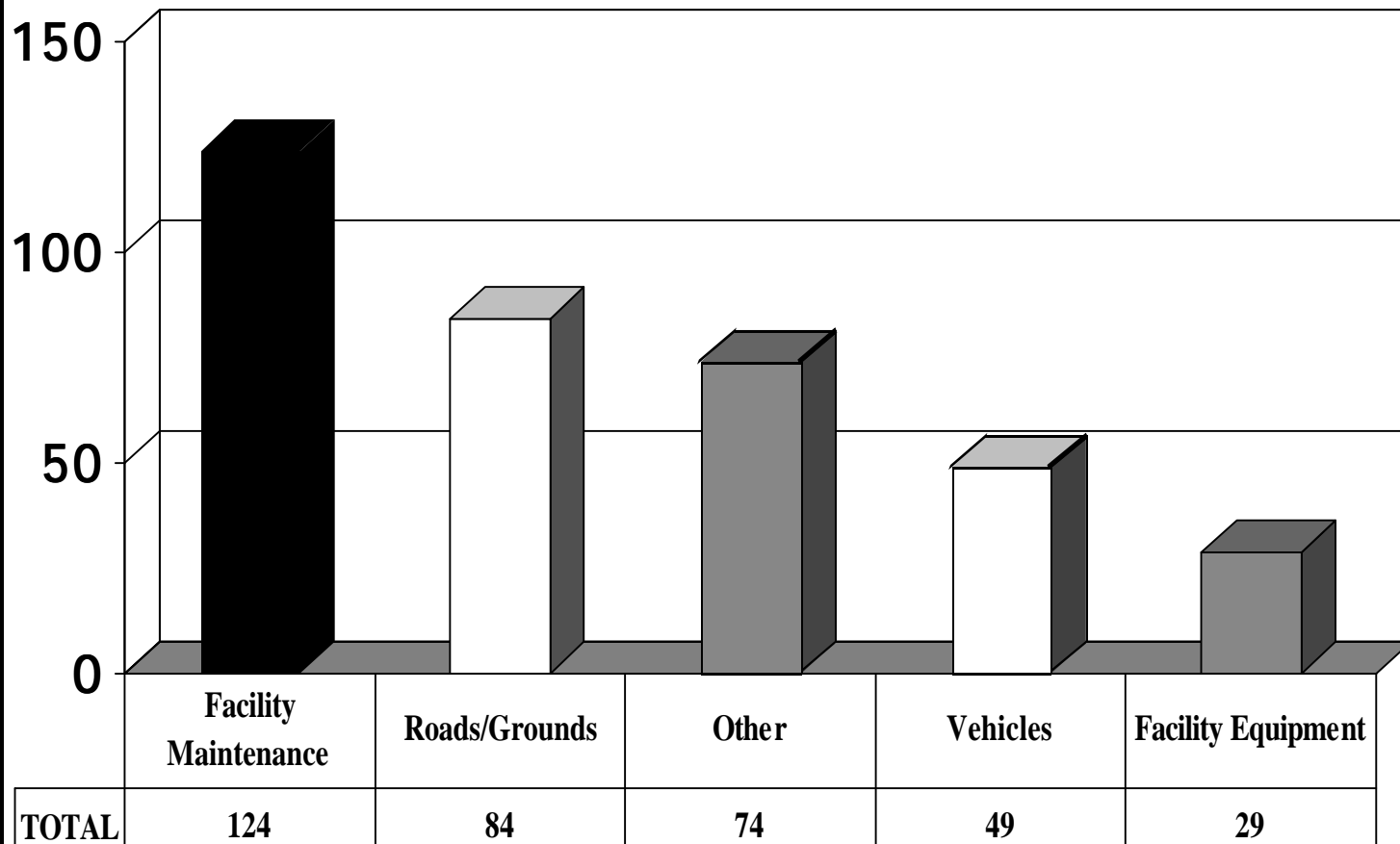
- Why this program works
 - Personal contact
 - Resolution of concerns
 - No blame or retaliation
 - Positive incentives
 - Upper management support



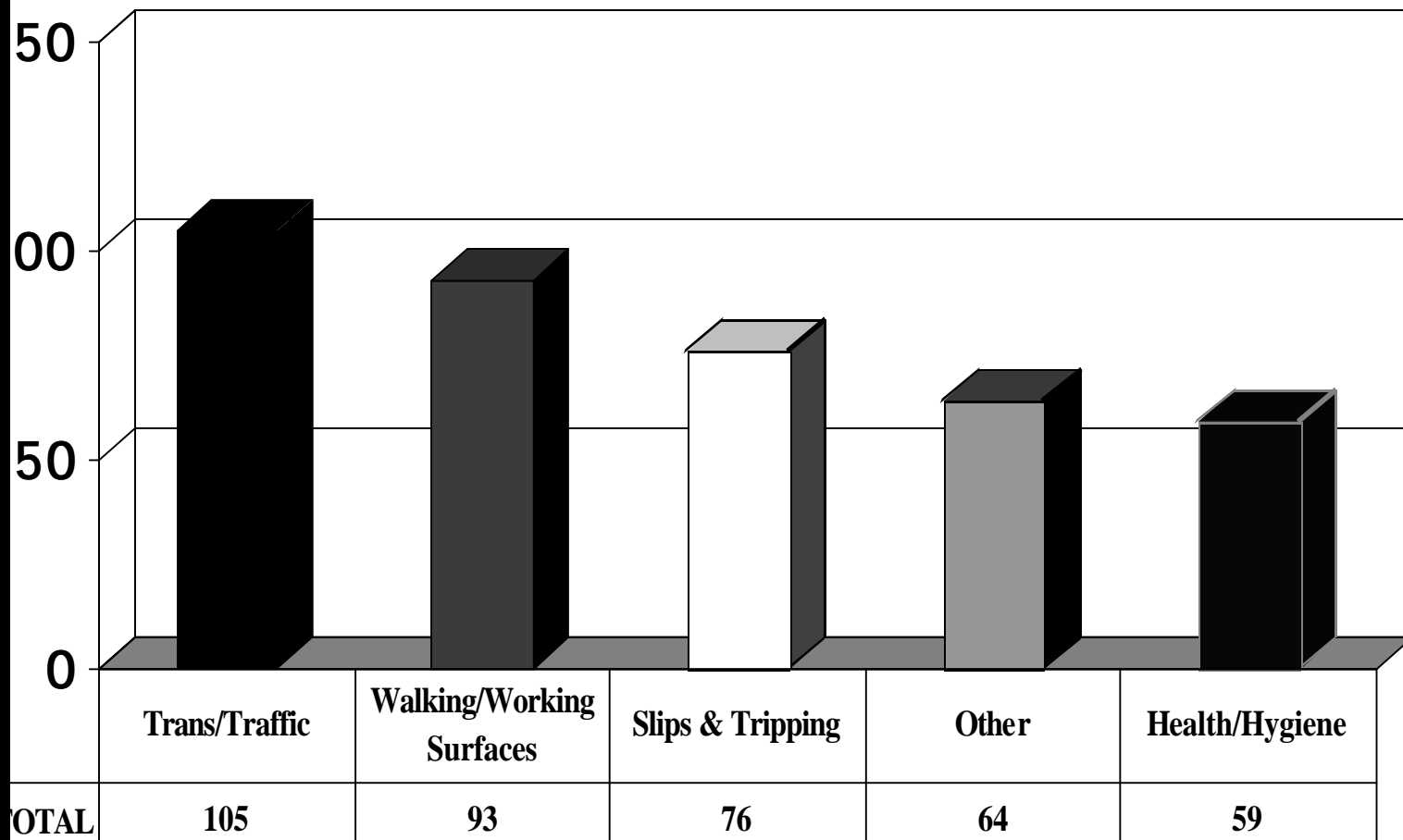
I Care--We Care (continued)

- Any drawbacks and/or lessons learned
 - Most have support from upper management to get resolution of tough concerns
 - Most assign concern to person who can get the concern resolved

I Care/We Care Top Five Work Activity Areas



I Care/We Care Top Five Hazard Areas





Safe Work Planning Group (SWPG)

- Why program was developed
 - in answer to a judgement of need to Type A Investigation
- How workers are involved
 - Committee is co-chaired by a worker
 - Workers also have a position on the committee



SWPG (continued)

- What part does it play in ISMS, EWP, and WSS
 - Provides an independent review of the work control process
 - Provides feedback to improve work control
 - Helps improve hazard review



SWPG (continued)

■ Key elements

- Meets daily
- Multi-discipline committee
- Experienced personnel



SWPG (continued)

■ Why it works

- Committee members have historic knowledge of facilities and processes
- Direct communication with management in charge of work control
- Backing of upper management



SWPG (continued)

- Drawbacks and/or lessons learned
 - Tail end process
 - Takes accountability away from line management